

Docket No.  
END919990078US4

## Declaration and Power of Attorney For Patent Application

### English Language Declaration

As a below named inventor, I hereby declare that:

My residence, post office address and citizenship are as stated below next to my name,

I believe I am the original, first and sole inventor (if only one name is listed below) or an original, first and joint inventor (if plural names are listed below) of the subject matter which is claimed and for which a patent is sought on the invention entitled

**METHODS FOR IMPROVING AN ORGANIZATION USING CULTURAL CHARACTERISTICS DEFINED BY LEADERSHIP FROM CUSTOMER RESEARCH**

the specification of which

(check one)

is attached hereto.

was filed on \_\_\_\_\_ as United States Application No. or PCT International Application Number \_\_\_\_\_  
and was amended on \_\_\_\_\_  
(if applicable)

I hereby state that I have reviewed and understand the contents of the above identified specification, including the claims, as amended by any amendment referred to above.

I acknowledge the duty to disclose to the United States Patent and Trademark Office all information known to me to be material to patentability as defined in Title 37, Code of Federal Regulations, Section 1.56.

I hereby claim foreign priority benefits under Title 35, United States Code, Section 119(a)-(d) or Section 365(b) of any foreign application(s) for patent or inventor's certificate, or Section 365(a) of any PCT International application which designated at least one country other than the United States, listed below and have also identified below, by checking the box, any foreign application for patent or inventor's certificate or PCT International application having a filing date before that of the application on which priority is claimed.

Prior Foreign Application(s)

Priority Not Claimed

(Number)	(Country)	(Day/Month/Year Filed)	<input type="checkbox"/>
			<input type="checkbox"/>
			<input type="checkbox"/>

I hereby claim the benefit under 35 U.S.C. Section 119(e) of any United States provisional application(s) listed below:

---

(Application Serial No.)

---

(Filing Date)

---

(Application Serial No.)

---

(Filing Date)

---

(Application Serial No.)

---

(Filing Date)

I hereby claim the benefit under 35 U. S. C. Section 120 of any United States application(s), or Section 365(c) of any PCT International application designating the United States, listed below and, insofar as the subject matter of each of the claims of this application is not disclosed in the prior United States or PCT International application in the manner provided by the first paragraph of 35 U.S.C. Section 112, I acknowledge the duty to disclose to the United States Patent and Trademark Office all information known to me to be material to patentability as defined in Title 37, C. F. R., Section 1.56 which became available between the filing date of the prior application and the national or PCT International filing date of this application:

<u>10/002,003</u>	<u>10/18/01</u>	Pending
(Application Serial No.) which is a continuation-in-part of:	(Filing Date)	(Status) (patented, pending, abandoned)
<u>09/668,209</u>	<u>09/22/00</u>	Pending
(Application Serial No.) which is a continuation-in-part of:	(Filing Date)	(Status) (patented, pending, abandoned)
<u>09/406,063</u>	<u>09/27/99</u>	Pending
(Application Serial No.)	(Filing Date)	(Status) (patented, pending, abandoned)

I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

**POWER OF ATTORNEY:** As a named inventor, I hereby appoint the following attorney(s) and/or agent(s) to prosecute this application and transact all business in the Patent and Trademark Office connected therewith. (*list name and registration number*)

David L. Adour, Reg. No., 29,604  
 John R. Pivnichny, Reg. No. 43,001  
 Arthur J. Samodovitz, Reg. No. 31,927  
 William E. Schiesser, Reg. No. 53,559  
 William H. Steinberg, Reg. No. 28,540  
 Jo Ann K. Crockatt, Reg. No. 36,493  
 Joseph Petrokaitis, Reg. No. 38,995  
 John E. Hoel, Reg. No. 26,279  
 Christopher A. Hughes, Reg. No. 26,914  
 Joseph C. Redmond, Jr., Reg. No. 18,753

Jeff Rothenberg, Reg. No. 26,429  
 Kevin P. Radigan, Reg., No. 31,789  
 Blanche E. Schiller, Reg. No. 35,670

Send Correspondence to: **Kevin P. Radigan, Esq.**  
**Heslin Rothenberg Farley & Mesiti P.C.**  
**5 Columbia Circle**  
**Albany, New York 12203-5160**

Direct Telephone Calls to: (*name and telephone number*)  
**Kevin P. Radigan, Esq., (518) 452-5600**

Full name of sole or first inventor <b>Darin W. Buchtel</b>	Date
Sole or first inventor's signature	
Residence <b>5600 North 63rd Street, Boulder, Colorado 80314</b>	
Citizenship <b>USA</b>	
Post Office Address <b>5600 North 63rd Street, Boulder, Colorado 80314</b>	

Full name of second inventor, if any <b>Rosemarie Livigni</b>	Date
Second inventor's signature	
Residence <b>661 W. Chestnut Court, Louisville, Colorado 80027</b>	
Citizenship <b>USA</b>	
Post Office Address <b>661 W. Chestnut Court, Louisville, Colorado 80027</b>	

Full name of third inventor, if any  
**Russell Edward Mandel**

Third inventor's signature

Date

Residence  
**45 Obtuse Road South, Brookfield, Connecticut 06804**

Citizenship  
**USA**

Post Office Address  
**45 Obtuse Road South, Brookfield, Connecticut 06804**

Full name of fourth inventor, if any  
**Mark P. Meredith**

Fourth inventor's signature

Date

Residence  
**746 Holyoke Mill Court, Marietta, Georgia 30068**

Citizenship  
**USA**

Post Office Address  
**746 Holyoke Mill Court, Marietta, Georgia 30068**

Full name of fifth inventor, if any  
**Lynne M. Salinkas**

Fifth inventor's signature

Date

Residence  
**2440 Concord Circle, Lafayette, Colorado 80026**

Citizenship  
**USA**

Post Office Address  
**2440 Concord Circle, Lafayette, Colorado 80026**

Full name of sixth inventor, if any

Sixth inventor's signature

Date

Residence

Citizenship

Post Office Address